



**United States Consulate
Recife, Brazil
Management Notice N°: 26/2012
Date: 09/13/2012**

To: All Staff

From: PO – Usha Pitts

Subject: Vacancy – Visa Assistant (Deputy Team Leader)

Open to: Current Employees of the Mission, US Citizen Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Household (MOH) – All Agencies

Position: Visa Assistant (Deputy Team Leader), FSN-7; FP-7

Opening date: Thursday, September 13, 2012

Closing date: Thursday, September 27, 2012

Work hours: Full-time; 40 hours/week

Salary: *Ordinarily Resident (OR): R\$ 44.316,00 p.a.
(Starting salary) (Position Grade: FSN-7)
*Not-Ordinarily Resident (NOR): US\$ 39,994.00 p.a.
(Starting salary) (Position Grade: FP-7)

The U.S. Consulate in Recife is seeking an individual for the position of Visa Assistant (Deputy Team Leader) [to work](#) in the Consular Section.

Basic Function of position

The Deputy Team Leader processes the full range of visas from start to finish by receiving, screening, organizing and tracking applications, documents and information from a variety of sources (public counters, NVC, DHS, other consular posts, mail, phone calls, e-mails, faxes), according to U.S. visa law and post-specific SOPs. Incumbent keeps current on, and applies changes in, law and SOPs to daily workflow and suggests improvements. Handles controlled visa information and materials. Troubleshoots equipment and processing problems. Provides the full range of information about all types of applications, laws and SOPs to staff and customers.

Demonstrates greater independent problem solving ability, has additional experience, and needs less supervision, compared to an FSN-6. As Deputy Team Leader, assists the Team Leader and serves as acting Team Leader in his/her absence.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact 81-3416-3061.

Qualifications required

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

Education: Completion of secondary (high school) is required.

Experience: a minimum of two years work experience in administrative/ clerical and customer service functions to include one year in a consular environment is required.

Language: Level III (Good Working Knowledge) of speaking/reading Portuguese and English is required. *Language proficiency will be tested.*

Knowledge:

- Of 9FAM/22CFR, Immigration and Nationality Act, amendments and related laws;
- Recife-specific SOPs
- Application and refusal forms;
- DOS, DHS and Recife/Brasilia consular websites.

Skills and Abilities:

- To be multi-task in order to carry out detailed and repetitive work with accuracy and efficiency;
- Initiative to prioritize tasks and to meet heavy visa production target;
- Highly developed tact and sound judgment to function politely and efficiently in a high pressure, multicultural environment, on a team and alone;
- To respond well to directions from superiors and to train junior or newly arrived employees and/or officers;
- To use standard keyboard, data entry and software skills to operate a personal computer, laser printer, scanner and visa databases;
- Typing Level II (30-59 wpm). *Testing may be conducted to determine qualifications.*

Selection Process

When fully qualified, U. S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

Additional Selection Criteria

1. Management will consider nepotism/conflict of interest, budget, continuity and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.

3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply. **Please submit your most recent Employee Performance Report (EPR).**

4. Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.

5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

To Apply

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS-174); **or**

2. A current resume or curriculum vitae **In English** that provides the same information found on the UAE (**see Appendix B**). **We will not/not accept any applications that are not submitted in English; or**

3. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **plus**

4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.

5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

Submit Application To

Email: hr_recife@state.gov with vacancy title **Visa Assistant (Deputy Team Leader)**

Point of Contact

Human Resources Office – Patricia Corrêa or Vanessa Vieira

Address: Rua Gonçalves Maia, nº 163, Boa Vista. CEP: 50070-060, Recife-PE.

Telephone: (81) 3416-3061 - Fax: (81) 3231-1906

Closing Date for this Position: Thursday, September 27 2012

The US Mission in Brazil provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

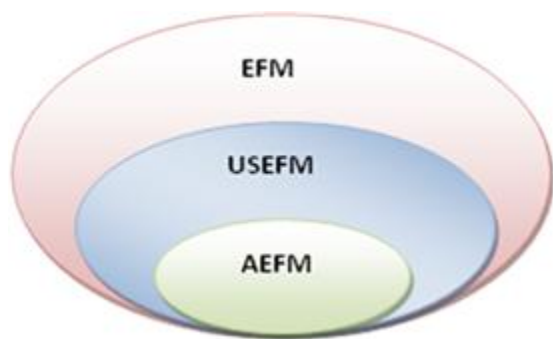
The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Drafted: P. Corrêa – HR

Cleared: U. Pitts – PO and L. Hayden – CONS

Appendix A

Definitions



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a US Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- *Is a U.S. citizen; and*
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- *Is listed on the travel orders or approved Form [OF-126, Foreign Service Residence and Dependency Report](#), of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (*AIT*), and who is under chief of mission authority; and*
- *Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.*
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

Failure to do so will result in an incomplete application

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work
- N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References